

**A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AND
ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL
REFERENCE TO MATHRUBHOOMI SOUHARDHA SAHAKARI LTD,
MOODBIDRI**

Submitted by

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4AL19MBA14

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

In partial fulfillment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUDE

Pro. Johnson Fernandes

Department of MBA

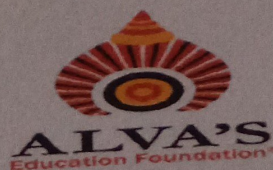
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**PG DEPARTMENT OF BUSINESS ADMINISTRATION
ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY
SHOBHAVANA CAMPUS, MIJAR, MOODBIDRI.**

APRIL - 2021



MATHRUBHOOMI SOUHARDHA CO-OPERATIVE LTD.

ಮಾತೃಭೂಮಿ ಸೌಹಾರ್ದ ಸಹಕಾರಿ ನಿಯಮಿತ

REG. No. 526/05-06

Reg. Office : Gurupura Kaikamba, Kinnikambala, Mangaluru - 574 151.

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Ref : MSS/L.CER/M.D-09/2021-2022

Date : 09.04.2021

CERTIFICATE

This is to certify that Mr.DAYANANDA, student of MBA from Alvas Institute of Engineering and Technology, Airport bearing USN Number 4AL19MBA14 has successfully completed his Internship Training at Mathrubhoomi Souharda Sahakari Ltd Moodabidre Branch for 45 days.

During this period he was been found to be keen in his learning, hardworking and displayed his good Conduct and Character.

Date:09.04.2021

Place:Kaikamba

For MATHRUBHOOMI S.S.LTD.,
MANGALURU

MANAGING DIRECTOR



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

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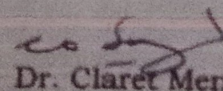
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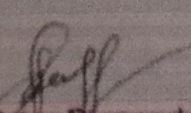
20 July 2021

CERTIFICATE

This is to certify that **DAYANANDA** bearing USN **4AL19MBA14**, a bonafide student of PG Department of Business Administration of Alva's Institute of Engineering and Technology, Mijar, affiliated to Visvesvaraya Technological University, Belagavi. The project report titled "**A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO MATHRUBHOOMI SOUHARDHA SAHAKARI LTD, MOOBBIDRI**" is prepared by him under the guidance of Mr. Johnson Fernandes, Assistant Professor, PG Department of Business Administration in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi, Karnataka.


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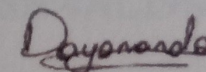
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Signature of Internal Examiner
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Signature of External Examiner
Name & affiliation

DECLARATION

I DAYANANDA, hereby declares that the project report entitled "A study on effectiveness of training and development and its impact on employee performance with reference to Mathrubhoomi Souharda Cooperative Limited, Moodbidri" prepared by me under the guidance of Prof. Johnson Fernandes, faculty of M.B.A Department, ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY and external assistance by Mr Devi Prakash , Manager, MATHRUBHOOMI SOUHARDA COOPERATIVE LIMITED. I also declare that this project work is towards the partial fulfilment of the university regulations for the awards of degree of Master of Business Administration in Visvesvaraya Technological University Belgaum. I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and not been submitted for the award of any degree/ diploma from any other university/institution.



Place: Mijar

Date: 22-07-2021

Signature of the student

ACKNOWLEDGEMENT

I wish to express my sincere thanks to our respected Principal, Dr Peter Fernandes and deep sense of gratitude to Prof. Claret Mendonca, HOD, ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY for their kind support and encouragement in completion of the Project Report.

I would like to thank Prof. Johnson Fernandes, Department of MBA, ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY for his admirable help, suggestions and options on the contribution during and after the internship period.

Finally, I express my sincere thanks to my Parents, friends and all the staff of MBA department of AIET for their valuable suggestions in completing this Internship Report.

Place: Mijar

Name: Dayananda

Date: 22-07-2021

USN:4AL19MBA14

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EXECUTIVE SUMMARY

Training and development is considered as important tool make skilled in various field. Today's world of competition, it is impossible for a person who has little or no skills to survive. Business world is changing and increasing challenges everywhere. So training and development is needed to face these challenges. Human resource management is giving the hand for making the unskilled people skilled through providing effective training program. This report will present how well this organization design their training and development program for their employees.

The purpose of this report is to explore the training and development process of the Mathrubhoomi Souharda Cooperative Ltd. This report covers background research of the industry and organization where I have present their history or origin , methodology to show how I collected the data, human resource practice in Mathrubhoomi Souharda Cooperative Ltd. to present their practices and policies that are used for making better organization through skilled manpower, training and development process used in the organization in which it will show the practice of training process and objective of training program, what kind of materials they are going to use for training program, data analysis in which I have conducted a survey which respondents was the employees of that branch and interpret those data, in findings I have found some problems in the organization while designing training program, then I provide recommendation so that they can improve or solve those problem and create an effective training program and then I summarize the study to draw a conclusion. It provides the insight of the organizational internal training process and how to improve for more productive result. Each of the section helps to provide valuable information of the organizational training and development process.